



Interdepartmental Coordinating Committee for Women

January 21, 2003

Meeting called to order by chair, Heather Kiedrowski. Attended by Kelly Da Silva, Administration; Ann Pearson, Agriculture; Chris Imhoff, Commerce; Vicki Schiller-Long, Corrections; Heidi Lindgren, DEQ; Sara McLaughlin, FWP; Jean Branscum, Governor's Office; Molly Holz, Historical Society; Diane West, Labor & Industry; Christina Hine-Reber, DPHHS; Joan Franke, OPI; Beth Campbell, Revenue; Pam Spore, Revenue; Myrna O'Dell, State Auditor; Jacqui Garcia, State Fund; Prudy Hulman, Transportation

Welcome

Announcement: Heather will be leaving for Minneapolis in April

Minutes for the December 17, 2002, meeting were presented and approved, with spelling and attendance changes.

The treasurer's report was presented by Lesa Evers and was approved. As of 12/31/02, ending draft balance is \$255.43 and ending savings account balance is \$2,207.08. Diane will check on Alice's check.

Heather explained that she is writing a policy and procedures manual, adding information about reporting procedure, gaining approval, appointment terms.

Discussion of ICCW mission statement

The mission statement is set forth in the governor's executive order. The practical question is how our subcommittee goals apply. The project is to promote women in the workplace by helping them move up, work more productively, etc. Full participation means helping women be active in their agencies, engaged in the budgeting process, etc. Another challenge is to apply the statement to an action, i.e., testifying about a bill.

Response

ICCW is an inherently political body, it has a political charge, but cannot pursue its mission in a political manner.

People can take what they learn in ICCW and act on it as individuals

The challenge of this is to present information in a nonbiased, convincing manner.

ICCW has a difficult charge in "positive creating change"

Are we trying to help other women or are the benefits of ICCW mostly enjoyed by members? Transformation happens as a result of each of our actions in the workplace. There is more that we can do for others—that is why we have a mix of subcommittees

There is much benefit from the training and from knowing people in other agencies.

Is the Training Subcommittee in charge of making money?

It would be nice, but it is not a mandate. After subcommittees meet, the group could discuss what sort of budget is needed, which would help clarify whether the Training Subcommittee should help raise cash. The Training subcommittee has traditionally raised money by charging a nominal fee that allowed ICCW to walk away with a few hundred dollars.

Ideas for Ways to Improve ICCW

1. Create a 5-year calendar so that goals are continue despite membership changes. Direction can be set at the end of the first year.
2. A longer and/or more intensive initiation period during which we review the procedures manually thoroughly.
3. After first meeting, there could be another during which subcommittees are formed. At the next leadership meeting, the new subcommittee chairs could be oriented to the goals learn how the organization workers, and help orient subcommittee members
4. Longer appointments for members?
5. Perhaps retiring members should make suggestions for replacements. The group decided that they were not comfortable with making this an official requirement since there is a lot of room for error.
6. Attendance requirement—ICCW has one, but it is difficult to enforce. One idea is to allow a certain number of absences then automatically notify the agency director.
7. Mentoring—Pair new members with existing members.
8. Send approved minutes, which need to be done immediately after meetings, to all agency directors.
9. Name tags with names in large font

Despite all efforts, there will always be a certain number of people who won't be active, and we need to ask ourselves where we want the chair to spend her time. Also it is important to keep in mind that the first few months are important to team building. Part of the beauty of ICCW is that it allows networking. Even if things don't get really rolling until January, there are still seven months to work on things.

Christmas Families

ICCW received a thank you from Family 1

ELA

It is time to get busy with the ELA but we have enough time.

Procedural Changes

For the next meeting, bring subcommittee goals to group as a whole for discussion about how subcommittee goals fit overall ICCW goals.

Adjourn